

**KONTRIBUSI *ADVERSITY QUOTIENT* DAN MOTIVASI KERJA
TERHADAP KINERJA GURU DI SD GUGUS VII MENGWI
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ABSTRAK

Penelitian ini bertujuan untuk mengetahui besaran kontribusi *adversity quotient* dan motivasi kerja terhadap kinerja guru di SD Gugus VII Mengwi tahun ajaran 2020/2021. Jenis penelitian yaitu *ex-post facto*. Pengambilan sampel dengan teknik sampling total yaitu dengan populasi yang banyaknya 32 orang, Metode pengumpulan data dengan pencatatan dokumen untuk data kinerja guru dan instrumen kuesioner untuk data *adversity quotient* dan motivasi kerja. Data dianalisis dengan analisis statistik deskriptif dan analisis statistik inferensial. Hasil penelitian menunjukkan bahwa: (1) terdapat kontribusi yang signifikan *adversity quotient* terhadap kinerja guru dengan kontribusi sebesar 26,98%, (2) terdapat kontribusi yang signifikan motivasi kerja terhadap kinerja guru dengan kontribusi sebesar 36,76%, (3) terdapat kontribusi yang signifikan *adversity quotient* dan motivasi kerja terhadap kinerja guru dengan kontribusi sebesar 63,74%. Dengan demikian dapat disimpulkan bahwa terdapat kontribusi yang signifikan *adversity quotient* dan motivasi kerja terhadap kinerja guru di SD Gugus VII Mengwi tahun ajaran 2020/2021.

Kata kata kunci : *adversity quotient*, motivasi kerja, kinerja guru

Abstract

The improvement of education quality was affected by the teacher performance. The lack of teacher performance was caused by some obstacles such as problem solving skill and teachers' motivation while doing their duties. This research purposed to know the contribution amount of *adversity quotient* and working motivation to the teacher performance in Elementary Schools in Gugus VII Mengwi along the 2020/2021 school year. The type of this research was *ex-post facto*. The sample was taken by total sampling technique in which the population and the sample all at once were 32 persons. The method of data collecting was by reviewing the teacher performance document and the questionnaire was used to collect the data of *adversity quotient* and working motivation. The data was analyzed by statistics analysis and inferential statistics analysis. The result of this research showed that : (1) there was a significant contribution of *adversity quotient* to the teacher performance with the amount of correlation coefficient 0,6315 and percentage of contribution was 26,98%, (2) there was a significant contribution of working motivation to the teacher performance with the amount of correlation coefficient 0,6943 and percentage of contribution was 36,76%, (3) there was a significant contribution of *adversity quotient* and working motivation to the teacher performance with the amount of correlation coefficient 0,7984 and percentage of contribution was 63,74%. As the conclusion there was a significant contribution of *adversity quotient* and working motivation to the teacher performance.

Keywords : adversity quotient, working motivation, teacher performance

